



FINDINGS OF FACT

1. The contract language specifically states that "steps on the salary schedule equal years of teaching experience with the minimum step given for less than two years of teaching experience."
2. The continuing employees were offered contracts for the '89-'90 school year for the same salary level-funded for the '88-'89 school year.
3. The existing agreement was still in effect ('88-'89) when new hires for the '89-'90 school year were placed on the salary schedule based on their total years experience while the incumbent teachers remained at the level-funded '88-'89 schedule.
4. New hires automatically become part of the bargaining unit upon hire and covered under the current CBA.
5. The same situation occurred in 1984 and after discussion and meetings between the Superintendent and members of NATA, returning teachers were granted increments.

DECISION AND ORDER

After careful consideration of all testimony and exhibits presented at hearing, PELRB finds the Newfound School Board and Superintendent Corrette guilty of improper practice in violation of RSA 273-A:5, I, by issuing contracts to new hires at a higher step than incumbent teachers with the same number of years of experience.

The District is HEREBY ORDERED to immediately CEASE AND DESIST hiring new teachers on a higher salary schedules than returning teachers and to treat "all" teachers the same now and in the future.

The District is also ORDERED to post this order in all schools and the administrative building for a period of not less than thirty (30) days after the beginning of the '90-'91 school year.

Compliance to this order, in writing, should be submitted to PELRB no later than October 6, 1990.

Signed this 19th day of July, 1990.

  
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JACK BUCKLEY, Chairman

By unanimous vote. Alternate Chairman Jack Buckley presiding. Members James C. Anderson and Seymour Osman present and voting.  
(Decision made prior to the replacement of Mr. Anderson on the Board)